

District Judge Benjamin H. Settle

UNITED STATES DISTRICT COURT FOR THE  
WESTERN DISTRICT OF WASHINGTON  
AT TACOMA

RICK OLMTEAD,

Plaintiff,

v.

RAY MABUS,

Defendant.

CASE NO. 3:13-cv-05051-BHS

DECLARATION OF  
CHRISTOPHER J. COLSON

I, CHRISTOPHER J. COLSON, declare under penalty of perjury, as provided by 28 U.S.C. § 1746, that the following is true and correct to the best of my knowledge:

1. I am currently employed by the United States Navy, at the Puget Sound Naval Shipyard and Intermediate Maintenance Facility, Bremerton, WA ("IMF"). I have been employed at IMF for more than 20 years. My current position is Structural Division Head in Code 831. I have been a supervisor for 18 years. My date of birth is Sept 10, 1959.
2. A temporary promotion is done competitively, extensions are administrative and do not require a new competition. In my experience the order of events to make up a competitive selection for these positions is, basically: (1) announcement of a vacancy, (2) a review of the applicants by a regional personnel office that results in a certificate of eligible candidates, (3) the selecting official assembles a panel which will review applicant resumes and rate them per a provided criteria. The top candidates will then be interviewed by the same panel. (4) a rating of those candidates is then sent to the selecting official. (5) a final selection by the proper authority.


Declaration of Christopher J. Colson  
3:13-cv-05051-BHS

UNITED STATES ATTORNEY  
700 STEWART STREET, SUITE 5220  
SEATTLE, WASHINGTON 98101  
(206) 553-7970

- 1 3. In December, 2013, I requested a certificate from OCHR for one Pipefitter  
2 Supervisor II. The announcement number for those positions was 989430. There  
3 were 6 applicants rated for this position Mr. Olmstead was one of the rated  
4 applicants. His resume scores were lower than the applicants that received an  
5 interview.
- 6 4. I selected Mr. Dave Lopez to fill my vacancy because he possessed the  
7 knowledge skills, and abilities necessary and scored the highest on the resume  
8 and interviews that were held.
- 9 5. Mr. Lopez was selected to be a Pipefitter Supervisor II. At the time he was  
10 selected, he was the Pipefitter Supervisor I in the pipe shop and had been in the  
11 shop for about 24 years.
- 12 6. When I made this selection, I did not know Mr. Olmstead. As such, I was  
13 unaware of his age and prior EEO activity.
- 14 7. I recall nothing unusual about this selection process, this occasion was the same  
15 as the other selections I have performed. I did not hear any comments related to  
16 the candidates ages, prior EEO activity, or any other improper factors, and I  
17 would not have expected to.

18 I declare under penalty of perjury that the foregoing is true and correct.

19 Executed this 8th day of December, 2014.

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23 Christopher J Colson  
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